

HAPPY HOLIDAYS

from Joint Council 7 Officers and Staff



Pension improvements

\$2,000 a month for career Teamsters

Sweeping increases and improvements, the most significant in the past thirty years, in the Western Conference of Teamsters Pension Plan have been approved by the Pension Trustees.

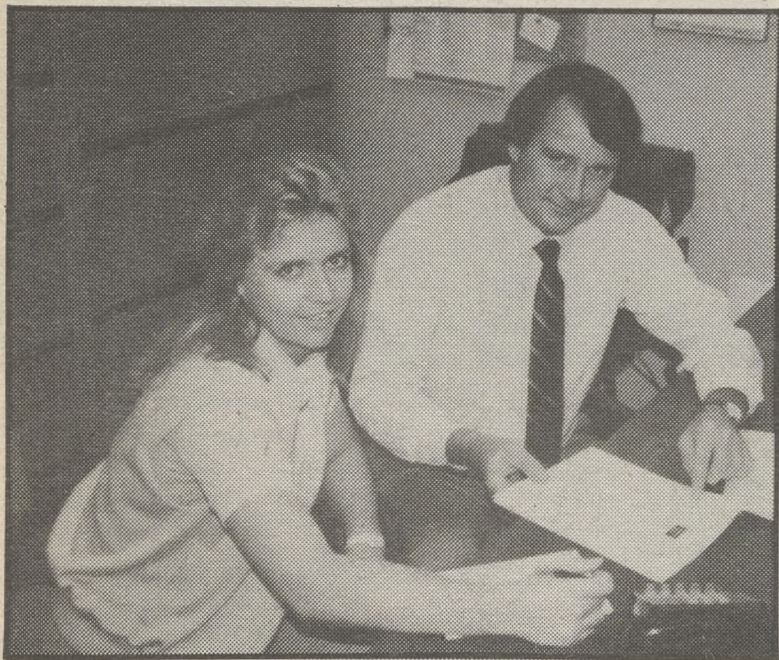
Affected by the changes are some 400,000 working Teamsters, including some 70,000 in Joint Council 7, and about 130,000 retirees now receiving benefits.

The Plan's Pension Trust met in

Los Angeles October 29 to ratify a new Defined Benefit Plan which contains "a formula that relates benefits to the contributions made by the employers."

The changes, Joint Council 7 President Chuck Mack said, "over the next several years will make the \$2,000-a-month pension for some career Teamsters a reality."

PENSION, Back Page



LOOKING AHEAD—Area Pension Manager Walt Pentz reviews the new changes in the Western Conference Pension Plan for Sharon Valerio of San Francisco Teamsters Local 856.

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NORTHERN

TEAMSTER



Teamsters & their families



CALIFORNIA



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Begorra, a great night!



HONOREES—Bill Walsh was feted as the 1986 Rank-and-File Unionist award winner and some of the familiar Teamster names in recent Joint Council 7 history were among those read off for special "dedication and commitment" plaques at the gala Irish American Teamsters dinner November 22 in San Francisco. Left to right are Irish American Teamsters President Mike Killeen, Anna Mae Murphy, Jane O'Flanagan, Mary Walsh, Bill Walsh, Eunice O'Reilly, Mary Monahan, Frank Dunphy appearing on behalf of the late Kay Dunphy, and Eunice Diviny (Story on Page 2).

Buy American Stay Proud We're No.1
Give to DRIVE

UPS/Freight Workshop

New UPS contract proposals due in Washington by Feb. 1

More than 225 Joint Council 7 local officials attended a highly successful Joint UPS/Freight Workshop in Monterey in November which featured an all-star cast of International officers and top staff personnel from Washington.

The five-day informational seminar included the first meeting held by the new IBT Parcel and Small Package Trade Division which was established at the 1986 Teamsters International Convention in Las Vegas. It includes all UPS operations by Teamsters. Western Conference Chairman of the union's newest division is Vince Aloise, Vice President of Teamsters Joint Council 7 and Local 315 Trustee.



Aloise

Dan F. Darrow, International Director of the new UPS operations division, told the local officials attending the workshop that the International wants all proposals for the new contract in to its offices by February 1. The current contract expires next July 31. Negotiations on the new contract are expected to begin in February or March. Questionnaires to be completed for guidance of the negotiating committee will be sent out soon by the International to

locals and members, Local 278 Secretary-Treasurer Jack Booker, Union Chairman of the Northern California UPS/Labor-Management Committee, was advised.

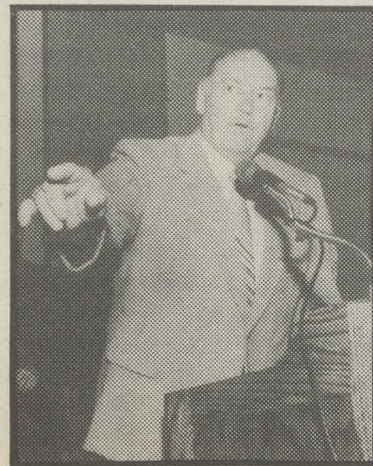
The workshop at the Monterey Hyatt Hotel was believed to be the first time that two divisions were covered in a single meeting in Northern California. Each division took up two and a half days of sessions. This was praised by many officials. "It maximized the efficiency of representation there," Local 490 Secretary-Treasurer Casey Sawyer, commented. Sawyer attended the sessions of both divisions because his local has both Freight and UPS drivers.

Deregulation toll

"One thing that struck me particularly," Sawyer said, "was the reports from the east and mid-west on the impact that freight deregulation has had in their areas. We've been hard hit with deregulation on the West Coast, but they've been totally devastated. And it's just good to get an idea at what's been happening in other areas so you take a look at what very well may be coming your way." He emphasized that the gloomy reports served to underline the need for local Teamsters to militantly support both local and International campaigns to increase organizing and DRIVE fund-raising for support of labor-oriented legislators.

Among the speakers and guests attending the UPS sessions, and the Freight Division sessions presided over by Divi-

sion Director Jack B. Yager, were General Secretary-Treasurer Weldon Mathis, International Vice President and Western Conference Director Arnie Weinmeister, International Vice Presidents Walter Shea, Robert Holmes, Don West, and Mike Riley; International Trustee Ben Leal of Joint Council 7 and Local 856, International Trustee R. V. Durham, IBT Legislative Director Dave Sweeney, IBT Retiree Department Director Norman Greene, IBT DRIVE Director Wallace Clements, and IBT General Counsel John Climaco.



Weinmeister

The roles of Western Conference division heads, under International Director Arnie Weinmeister, in organizing the joint workshop—Chairman Vince Aloise for the Parcel and Small Package Trade Division and Chairman George Rohrer and Freight Representative Archie Murrietta for the Freight Division—drew high praise from both the local officials and Teamster VIPs attending the sessions.



CANAL CONNECTION—Teamsters International Vice President Walter Shea, a U.S. Panama Canal Commissioner, explained the intricacies of the shipment of freight cargo through the Canal to a session of the Freight Workshop in Monterey.

United Way sends thanks

A Labor Recognition Award has been presented to the members of Teamsters Joint Council 7 "for outstanding generosity to the people of the Bay Area in support" of the annual United Way Campaign. A letter to Council

President Chuck Mack which accompanied the Award certificate said the Teamster members' contributions "made a difference in the successful campaign to fund more than 270 United Way Agencies of 1986."

Irish American Teamsters

1986 Rank-and-filer Walsh spotlighted

The newly born Northern California branch of the Irish American Teamsters gave a night for Bill Walsh at the posh Meridien Hotel in San Francisco on November 22 to honor him as the first recipient of its Rank & File Unionist of the Year award.

There were laudatory speeches by Teamsters and AFL-CIO labor leaders, a marching "All-Irish" Scottish bagpipe band, commendatory certificates from the State Senate and the San Francisco Board of Supervisors, and some 400 cheering friends, fellow Teamsters, and Walsh family members in the hotel's huge ballroom.

However, enveloping the pleasant evening, the dinner, and the festivities was a serious theme that sparked the selection of the veteran Local 70 Teamster for the award.

Obvious choice

This was, and is, the Watsonville strike of some 1,000 determined Teamsters, predominantly Latino women, of Local 912 who have been on strike against the anti-union Watsonville Canning

and Frozen Food company for fifteen months.

Walsh has been serving the strikers as their picket coordinator, distributor of donated food and rent money, and spirit-boosting Irish friend almost since the beginning of the strike. It was this loyal and spirited role, in the best tradition of union brotherhood, that made him an obvious choice for the award.

"This man is a godsend to the strikers in Watsonville," Western Conference of Teamsters Representative John Blake who heads the Teamsters Economic Boycott Campaign against the company, said at the dinner.

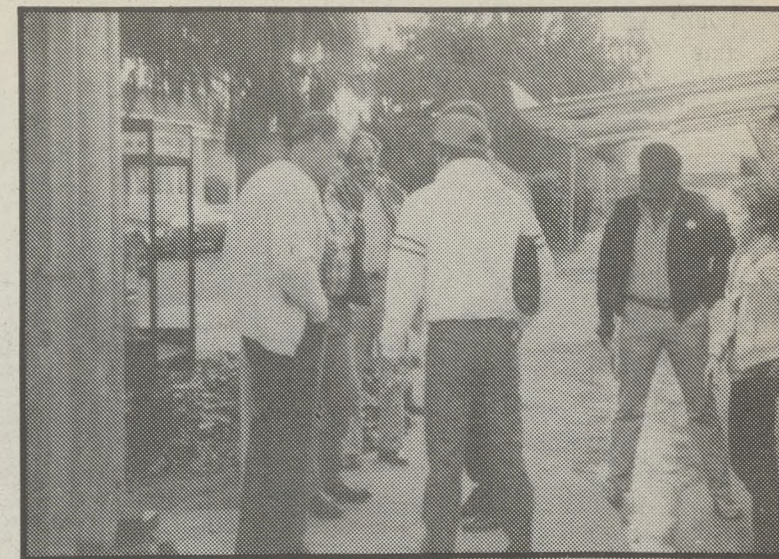
"He's some rank-and-filer," State AFL-CIO Federation of Labor Executive Secretary John F. Henning, noted, "with all the leadership he's shown down in Watsonville!"

Strikers there

So as to leave no doubts on Walsh's place in the hearts of the Local 912 members, a delegation of the strikers, led by Secretary-Treasurer Sergio Lopez, Presi-

WALSH, Page 7

Viking Freight organizers report good responses



Local 70 Business Agent Jim Manning (left) answers questions posed by Viking drivers. Visible to right of Manning is Business Agent Ralph Rodriguez-Berriz of San Jose Teamsters Local 287, and on the far right Consolidated Freightways Shop Steward Glen Cage. The other individuals in the photograph are Viking employees.

The Western Conference of Teamsters drive to organize Viking Freight Systems had some encouraging developments last month including several in Joint Council 7 areas.

Local 70 Business Agent Jim Manning said his local had picked up enough signed cards at Viking's San Leandro terminal by mid-November to call for an election. However, until a decision is made by Conference officials, headed by Freight Division Chairman George Rohrer, as to whether Viking terminals will be

organized individually or if an election for all Viking terminals throughout the western states will be sought, no immediate call is expected.

Local 287 Secretary-Treasurer Mario Gullo also reported progress in his organizers' initial probes and contacts with Viking drivers.

The Viking campaign originated with Sacramento Local 150 and spread from there. Much of the initial success is attributed to initial contacts from Viking line drivers.

(USPS 395-880)

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Job security

Task Force lays out plan of action

Job security was the dominant theme as the newly-formed Joint Council 7 Task Force to combat the growing wave of employer mergers, takeovers, plant closures, relocations, and subcontracting held its first meeting on November 14 in Oakland.

A hard-hitting campaign on all fronts was pledged by Task Force members attending the initial meeting for the pilot project. Six specific areas were identified for action and a Collective Bargaining Subcommittee was formed.

The Task Force is the brainchild of Teamster Economist Harry Polland. It has been backed up enthusiastically by the Joint Council Executive Board. Full support and backing is confidently anticipated from International President Jackie Presser and the IBT Executive Board and Western Conference of Teamsters International Director Arnie Weinmeister. Representatives from both the Conference and Joint Councils 42 and 38 are to be invited to attend the next meeting of the Task Force.

'Shenanigans'

"We intend to focus on the 'shenanigans' now going on in the business community, especially by corporate raiders, and the impact those moves have on our members," Task Force Chairman Chuck Mack, Joint Council 7 President, said at the kick-off meeting. "Within the last three months, Safeway Stores and Lucky Stores have been the objects of hostile takeovers and it would appear that, at least right now, they have been successful in both instances in fending off the attempts to take them over. But

at what cost to our membership? Significant cost! We've seen the effects of Lucky with Gemco—the loss of 14,000 jobs, and we hear Safeway changes are going to be even greater and more sweeping than what we see happening at Lucky and Gemco.

"This effort is extremely important," Mack emphasized. "We must identify the problems and attempt to come up with solutions." He noted that "apparently" this new counter-offense by Joint Council 7 is unique in that "nobody is doing this." He said that it could be anticipated that other unions and branches of Organized Labor would pick up on the effort being started. Coordination and joint action on many fronts was not only likely, but desirable, he said.

Six targets

Polland, warning that "there are no instant solutions," presented a carefully worded and concise "preliminary working paper" to the Task Force members. It identified six "areas of study" to be dealt with in the months ahead in order to "deal effectively with the new challenges from business organizations."

The "areas" are:

1. Research and Education.

This will involve the gathering of information and statistics about the specific business firms and enterprises that present a threat to Teamster job security, as well as ensuring that Teamster representatives have a fundamental understanding of the business practices related to these threats.

One basic resource will be questionnaires to be sent out to all

JOBS, Page 7

On Watsonville front

Strikers "hang in there" as company hits rough seas

As the strike of the gutsy "Stubborn Thousand" Teamster Local 912 members against the scab-operated Watsonville Canning and Frozen Food plant went into its fifteenth month in December without a single striking member crossing the picket line, the union-busting company was reportedly barely functioning at 25 percent of capacity.

The company seemingly was rescued temporarily from permanent closure when Wells Fargo Bank, which had extended an \$18 million line of credit to it just prior to the strike, kept it afloat financially with more than a million dollars in new loans.

The Teamsters Economic Boycott Team for the strike, headed up by Western Conference of Teamsters Representative John Blake and Joint Council 7's Alex Ybarrolaza, began a survey in late November to determine the amount of business done by Teamster locals with Wells Fargo and with its merger partner, Crocker National Bank. A preliminary conservative estimate put the figure at more than \$600 million. Not included in this amount are the accounts in these banks of individual Teamster members.

Another development was the cancelling of a marketing agreement with the hard-pressed Watsonville Canning firm by a frozen food packer and farming co-op in the state of Nuevo Leon, Mexico. The cancellation came following a trip to the Mexican plant in the town of Montemorelos by Blake, IBT International Representative Eddie Rodriguez, and Local 912 Secretary-Treasurer Sergio Lopez, and a conference with the



TIME OUT—Watsonville Economic Boycott Team members (left to right) Alex Ybarrolaza, John Blake, Eddie Rodriguez, and J. C. Lendvai briefly took in a benefit dance in Watsonville for the Teamsters Local 912 strikers.



ON DUTY BUT BUSY—Striking Teamster Elva Alvarez of Local 912 does a little knitting while she keeps her post on the picket line in Watsonville.

management of the Mexican installation.

Meanwhile, a job placement bureau started for the strikers in Watsonville has placed some 400 Local 912 members in new jobs at other frozen food plants and industries in the Pajaro Valley area.

"This strike will not end with Watsonville Canning until it meets its obligations to bargain in good faith and an honorable con-

tract is reached," Ybarrolaza said. "In the meantime, all support activities of the strikers are still ongoing. We are still supplying the strikers with food, clothing, and aid. We are trying to supplement our regular food distribution program with a turkey for each striker and toys for the children for the holidays. We urgently appeal to every Teamster to help your Brothers and Sisters on strike and show that you care during this Christmas season. We ask every member to clip out the coupon on this page and send in a contribution."

Incidentally..

The scheduled December 12th Man-of-the-Year award luncheon in San Francisco honoring Teamsters International Vice President and Western Conference Director Arnie Weinmeister has been postponed because of several unexpected urgent commitments that had to be made and fulfilled.

HELP FOR WATSONVILLE

From Joint Council 7

Yes, I want to help our Brother and Sister Teamsters of Local 912 in their long and courageous holdout for fair union wages and benefits from Watsonville Cannery. Please deposit the enclosed check or money order into the food and shelter strike fund.

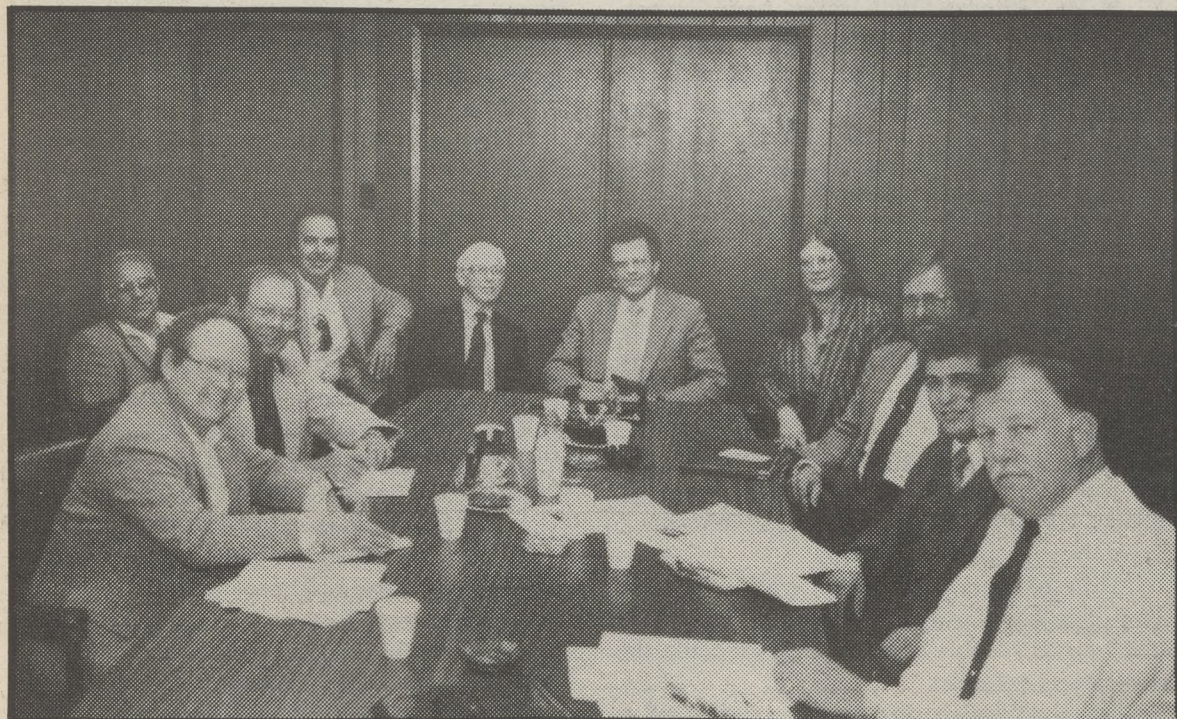
Name (Please print): _____

Address: _____
(STREET) (CITY) (ZIP)

Local: _____

Amount enclosed: \$5 _____ \$10 _____ \$15 _____ \$20 _____ \$ _____

Send to: **Local 912 Strike Committee**
163 West Lake Avenue
Watsonville, CA 95077-0591



DOWN TO BUSINESS—The new Joint Council 7 Task Force for job security against the threatened mass layoffs from recent corporate mergers and takeovers held its first meeting last month. Left to right are Local 490 Secretary-Treasurer Casey Sawyer, Local 432 Recording Secretary Bob Duncan, Vice President Jack Rodriguez and Secretary-Treasurer LeRoy Salido of Local 588, Teamster economist Harry Polland, Joint Council 7 President Chuck Mack of Local 70, Research Coordinator Therese Henson, Local 78 Recording Secretary Bob McAlister, Local 576 Vice President Mike Riga, and Local 296 Recording Secretary Bruce Henricus.

Editorials

Pass the word

The attractiveness of being a member of the Teamsters Union is being spotlighted this holiday season as 1987 rolls in, by the announced "unbelievable" raises in the pension checks that Western Conference Teamsters retiring after January 1, 1987 will receive.

However, this is no time for members to sit back and rest on our laurels and our gains.

It's nice to brag about how we are now Number 1 labor union in the country in having DRIVE money available to support political candidates who are in tune with the needs and rights of our union members, as well as those of Organized Labor in general.

It's also tempting to point out how we are up front in the campaigns to Buy American and to fight persistent attempts to tax fringe benefits, undermine the Davis-Bacon Act, and protect union members against the never-ending attempts to undo by legislation what has been won over decades with sweat, blood, and courage.

But in order not only to stay at the top as Number One, the union with "clout," but also to stem an alarming development in the last few years, namely, a decrease in membership, we have to move aggressively on one special basic front. To stay alive we must organize the unorganized. We must recruit those not in unions to replace those in our ranks who will retire to well-deserved golden years now bulwarked with substantial pension rewards.

The way to do this, to STAY WHERE WE ARE, is to ORGANIZE. That has to be helped by you—the rank-and-file. Our organizers will do the tough work, with know-how from the experience and training they have. But they need "leads." Among these could be your neighbor who works somewhere for cheap wages and knows that the other workers there are unhappy and discontented with their lot at the workplace. Or the friends you have, whom you socialize with, who envy the benefits and working conditions you enjoy. Or a place at which you shop where the help know you well enough to express their unhappiness with their pay, their hours, unprotected future, medical bill fears, and potential meager old age retirement income. You can assure them that a Teamsters Union representative will be happy to talk to them away from their workplace about what might be done for them through the union, with the added assurance that the discussion will be handled confidentially and in harmony with their personal wishes.

Jackie Presser and the top Teamster leadership have emphasized that the union's substantial resources are zeroed in on an aggressive organizing campaign to keep the union in the premiere position it now has on the labor front. The campaign is basically for YOU, for the rank-and-file. A strong and GROWING union is your best guarantee for keeping up with the times, in the way of wages, benefits, and pensions.

So make helping out with Organizing a priority, if not the top, New Year's resolution on your list for 1987.

Pass the word—to your Local organizer.

Sad aftermath

The results are in and the ballot box "ball game" is over, but there is not so much a bitter, as a sad, aftermath to the November elections.

It is the voting off of the nine-member State Supreme Court of three justices. This marks the first time in California history that any state appellate court justice has been forced off the bench.

The sadness comes from the politicizing of the state's highest court and top bastion of justice. The foremost advocate of turning out Chief Justice Rose Bird and Justices Joseph Grodin and Cruz Reynoso, using their reversals of death penalty verdicts as the principal campaign weapon, was Governor George Deukmejian. He now can select the three successors to the defeated jurists. These successors, it is taken for granted, will be more in tune with the conservative leanings and ideas of the Governor.

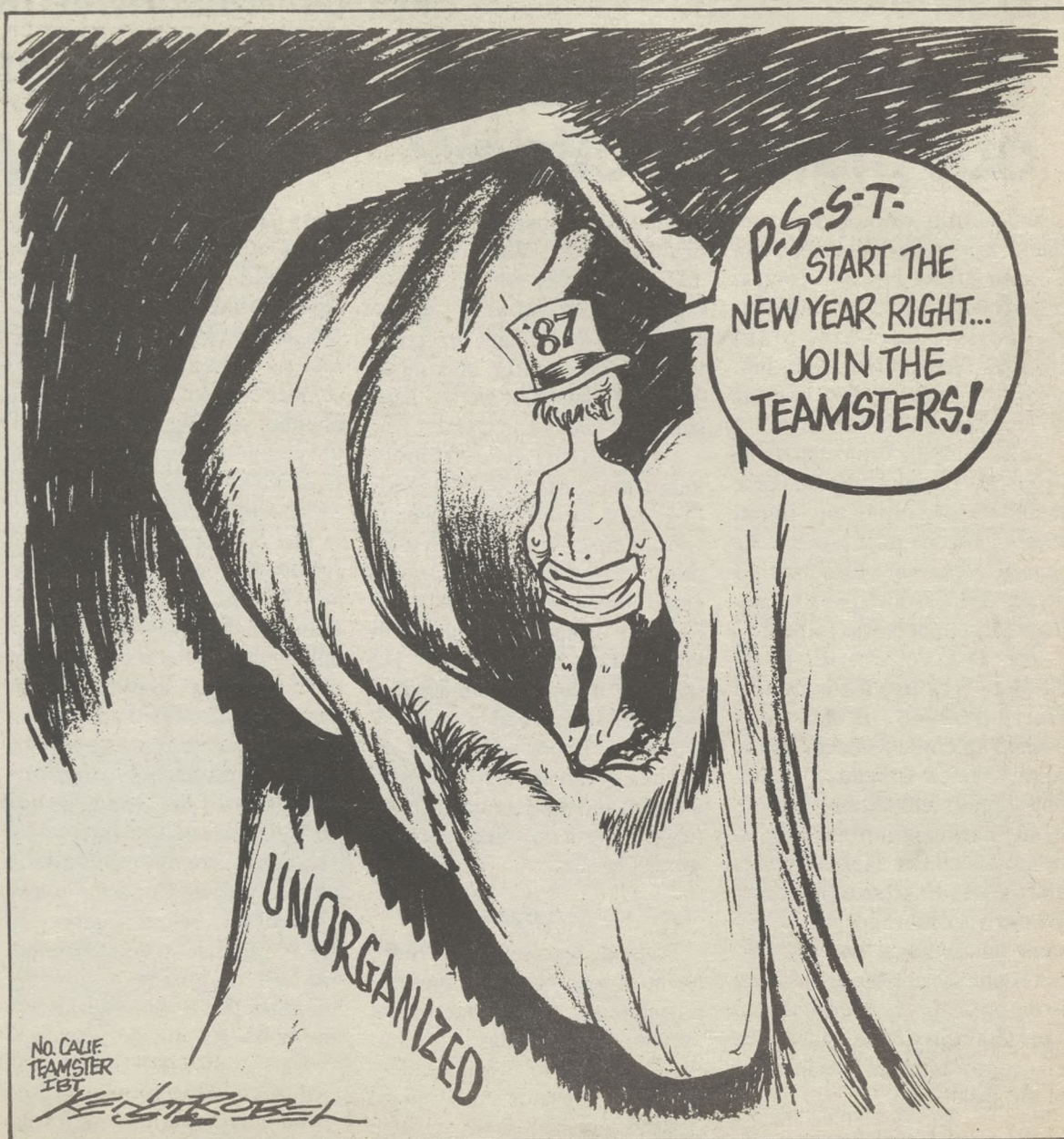
Grodin, a respected former labor lawyer and partner of Teamster attorney Duane Beeson, spoke out last month as he was preparing to pack his law books. He candidly admitted both his disappointment and his holding a "grudge" against Deukmejian and "those people who should have known better."

In reporting Grodin's remarks, the *San Francisco Chronicle*, which supported ousting the three justices, noted that Grodin "is acknowledged even by conservative legal scholars to be a top-notch jurist."

Grodin, expressing his apprehension "about the future of the judiciary in California, summed it all up nicely when he said:

"I am concerned about the rule of law throughout the country, particularly civil liberties. I think that civil liberties are vulnerable in the current climate."

There are many Americans, as well as Californians, who share his concern.



President's Report

by Chuck Mack
President, Joint Council 7

As 1986 draws to a close, it's appropriate to reflect upon the events of the past year and take stock of where we've been and where we're going. Again in 1986 the Labor Movement, and the Teamsters in particular, faced a barrage of problems that have taken a toll.

1) The attitude of both Business and Government toward Labor remains hostile. If employers are not engaged in takeaway bargaining, they are subcontracting work to non-union operations, closing plants, or engaged in any number of other activities to frustrate their employees and employee organizations. The philosophy of government, both national and state, seems to say that unionism is okay as long as the union is ineffective.

2) Deregulation still wreaks havoc in the transportation and communication industries. Wreaks havoc, that is, with workers. Thousands of jobs have been lost and, unfortunately, thousands more may go.

3) Our country continues to lose jobs to foreign countries. It's a sad commentary, but multinational corporations have made that our largest export over the last several years.

4) In the latter part of 1986, we added to our litany of problems with hostile takeovers and leveraged buy-outs—Safeway and Lucky's being the most glaring examples.

The good news in 1986, however, is that we've done well, given the variety of problems and employer opposition we've faced. As the year closes, we have a number of things to reflect on that are positive.

First, earlier this year we stopped the march toward deregulation in California. Teamster testimony before the Public Utilities Commission played a significant role in the PUC's decision to

partially reregulate the trucking industry. Things look even better on the regulatory front for 1987.

We also end the year in a much stronger position in our Watsonville strike. The full pressure of the Teamsters International has been brought to bear against Watsonville Canning and the company ran out of financing in September and had to close for two weeks. Even though they have reopened, their position is precarious. Victory at Watsonville is in sight.

The Pension changes adopted by the Western Conference Trustees in the latter part of 1986 make our plan as good as any in the country. They ensure that our future retirees will have the economic wherewithal to live in dignity and security. It's hard to realize, but in a few short years a pension of \$2,000 a month will be the norm.

The response of our members to the DRIVE Program this year has also been astounding. Jackie Presser's emphasis on political contributions has made DRIVE the number one Labor political action committee in the country. Members in Joint Council 7 have responded overwhelmingly. Over 2,000 have signed check-off cards authorizing a contribution of at least \$1 per week.

Finally, our efforts at Viking in the last two months have proven that the non-union Freight industry can be organized. Our experiences there signal that a new day for Teamster organizing in the trucking industry could well be at hand.

We look forward to 1987. The gains in 1986 bode well.

On behalf of the Officers and Staff and Locals of Teamsters Joint Council 7, I want to extend our very best wishes to you for a Merry Christmas and a happy and safe New Year.

Local 70 News

BROTHERHOOD OF TEAMSTERS LOCAL 70

70 Hegenberger Road, Oakland, Calif. 94621

December, 1986-January, 1987

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Phone 569-9317

It's working

Viking employees are signing Teamster cards



ON VIKING FRONT—Part of the Local 70 group meeting with Viking employees were (left to right) Milne Shop Steward Mark Wesley, Northwest driver Ralph Rose, Business Agent Pete Gemma, Secretary-Treasurer Chuck Mack, and PIE Steward Jim Owens.

Local 70's efforts to sign up Viking employees at its San Leandro terminal picked up momentum in mid-November and the Local now has enough cards to call for an election. At this time, however, a final determination has not been made as to how Teamster locals throughout the West will proceed with Viking. The question is whether terminals will be organized individually, or if an election for all Viking terminals throughout the West will be requested.

Early starts

Local 70's efforts have been spearheaded by Business Agent Jim Manning, with all officers and officials and many rank and file members participating. For this effort, the Locals' *modus operandi* is to gather at Viking early in the morning (5:30 or 6 a.m.) and catch day-shift drivers and dock workers coming to work and night-shift workers going home. Manning and Earl Randall, Local 70 Trustee, have been there as early as 2:30 a.m. to catch the night shift going to work.

The efforts are paying off. Cards continue to roll in. Manning attributes the success to hard work and a willingness to be at the terminal or available for a meeting at any hour. He expressed appreciation to the officers and offi-

cials and rank and filers who have been to Viking at the odd hours necessary to meet with employees. "That has spelled the difference in Local 70's case," he said.

Offer formula

In a related action, Teamster locals throughout the West met at the Joint Western Grievance hearings held in Burlingame. The Locals' leaders discussed strategy and compared notes and Viking organizing experiences. Chuck Mack, speaking for Local 70, urged the Locals that attended the Joint Western meeting to use the Local 70 experience as a formula for success in their own areas. He informed the officials that Local 70 started with one card, but through hard work and sacrifice, the Local has been extremely successful.

In a final thought, Mack, Manning, and Joe Silva, who also attended the meeting at the Joint Western, agreed that the other Locals will not be successful if they don't put forth the effort. Unfortunately, some have not expended any time or energy and, as a result, have few, or no, authorization cards. On the other hand, work, in this case, equals success and the three 70 leaders believe that Viking CAN be organized.

Pension change

Stewards idea taken

Shop Stewards at Consolidated Freightways who work at terminals within Joint Council 7's jurisdiction, played a major role in a recent amendment adopted by Western Conference Pension Trustees.

In early 1986, the Stewards, in a meeting with local union officials that was chaired by Joint Council 7 President Chuck Mack, suggested that past service credits be extended to former members who have gone to work for non-union companies if (1) the non-union company is organized, and (2) the Western Conference pension is negotiated with the employer in a labor agreement. The Stewards felt that this amendment would be an incentive for former members to act as union organizers and it would provide momentum to organizing efforts, especially in the Freight industry.

The Pension Plan, up until October of this year, only provided past service credits for newly organized employees. Mack carried the amendment to Pension Trust meetings and it was among those adopted at the October Quarterly Meeting.

At a meeting of the same shop stewards in early November, Mack advised them that their idea had been adopted by the Trustees and was a reality.

**Give to
DRIVE**

SPECIAL MEETING NOTICE

Recent Pension amendments will be the subject of a special-called meeting.

Date: **Saturday, January 17, 1986**

Time: **9 a.m.**

Place: **Teamsters Local 70 Auditorium
70 Hegenberger Road
Oakland, CA.**

Representatives from the Western Conference of Teamsters Pension Trust will be in attendance to explain the changes and answer membership questions.

Two years in making

Pension benefits get major improvements

Trustees for the Western Conference of Teamsters Pension Plan approved a series of amendments at their October Quarterly Meeting that will mean major benefit improvements for almost all Teamster members. Chuck Mack, Local 70 Secretary-Treasurer who serves as a Trustee, reports that the changes were made with an eye toward helping the various constituents the plan serves. He summarized the improvements as follows:

1) A "13th Check" will be distributed to all members who retired prior to January 1, 1985. Distribution should be by mid-November 1986 and will total \$200 per member. Dependents of deceased beneficiaries collecting Spouse Option will receive \$100.

2) In the future, members who choose the Spouse Option will have their pension restored to the full amount if their spouse precedes them in death. Currently, if a member chooses Spouse Option and the spouse passes away before the member, the pension remains at the reduced rate.

3) Career Teamsters who have been members since the Plan's inception and have worked regularly will be credited with up to 33½ years for determination of their benefit. Members who fall into that category will receive approximately a 10 percent increase when the additional years are added to the years they have already earned.

4) For younger members, the

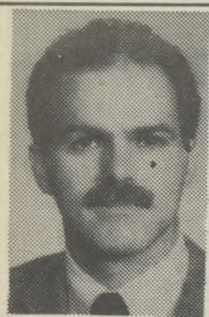
Plan will be redesigned. In the future, benefits can be earned for every year of service without limitation and benefits will be computed on the basis of contributions made by employers. Mack enthusiastically stated that the day of the \$2,000 per month pension is not far in the offing.

The benefit changes are the result of almost two years of negotiations between employer and union trustees. The significant changes translate into significant improvements for Teamster members.

Mack credited Jackie Presser, International President, and Arnie Weinmeister, Western Conference Director, for providing momentum and direction to the trustees to initiate the changes and persevere for their adoption. He credited Joe Ballew, who is the Chairman of the Western Conference Trust, and Ben Leal, Secretary-Treasurer of Local 856 and International Trustee, for being the architects of the changes. Mack also played a major role in the amendments. He stated that he drew on his experiences as a Local 70 member, and the many conversations he had with members, to advance arguments and amendments for the Trustees to consider.



FOR BILL—Member Bill Kempf, who has been on strike at Checker Van & Storage for over a year, wears his new Teamsters Local 70 jacket awarded him recently by the Local Executive Board and the membership for his dedication and commitment. With him is Business Agent Dan Varela.



President's Report

As we approach year's end and anticipate the holiday season, I have taken some time to look back over the past year and to the year ahead. Much has occurred in the last year. Much remains to be done.

Freight Industry

The continuing repercussions to deregulation of the trucking industry plague us. Many firms with whom we have contracts over the years are now gone. System 99, IML, Delta/McLean, ETMF, CME are all a memory. Our members who worked for those firms, however, are very much alive. They have had to grapple with both unemployment and underemployment since the closure and/or bankruptcy of these companies. A bright spot, however, in that otherwise bleak recollection, was the PUC hearings and the recommendation for at least limited reregulation of the trucking industry. Secretary-Treasurer Mack deserves much of the credit for this progress.

Chain Store

The Chain Store industry has likewise been plagued with uncertainty. Contract negotiations for Safeway and Lucky Stores were interminably long. Controversy raged over the terms of the agreement. The Southern California strike, however, convinced most of us that Chuck Mack's prognosis of a long and bitter dispute in Northern California was an accurate assessment.

With the ink on the agreements hardly dry, a new development emerged. Articles about "hostile takeovers" and "leverage buy-outs" became front page news. The full ramifications of this corporate maneuvering are yet to be felt. This situation has heightened job insecurity and has prompted the Joint Council 7 and the Executive Officers of the local unions therein to develop a policy committee charged with the responsibility to develop a coherent approach for future mergers, hostile take-overs or leverage buy-outs. As our primary concern, we have declared publicly and privately: "Our members have rights. The companies for whom they work have corresponding obligations. The job security of our members should not fall prey to high level financial 'wheeling and dealing' which advantages few and disadvantages almost all others."

Scavenger

This fall, it was announced that Oakland Scavenger Company had entered into a merger agree-

ment with Waste Management. In recent meetings with Oakland Scavenger Company personnel, Local 70 was assured that the collective bargaining agreement covering Oakland Scavenger employees would be assumed without exception and the seniority rights of all employees would be guaranteed. We were told that few operational changes were anticipated and that local management would remain in control. The franchise agreements with local municipalities would be unaffected. Moreover, present facilities would remain open. In short, we were assured that no jobs would be lost.

Drug abuse

In the last year, consciousness regarding drug abuse in the work place has become a national issue. In many of our collective bargaining agreements, we have negotiated provisions that allow drug testing when there is a showing of probable cause. We have resisted wholesale "witchhunts." We are opposed to random testing, especially where the employer uses such a requirement as retaliation against employees who resist unreasonable employer demands.

We are, of course, interested in maintaining a productive work place that is drug and alcohol free. Our long-term overall job security and the well-being of our members and their families are based on drug-free employees who are both willing and capable of operating effectively in the work place. For those who are already drug or alcohol dependent, we support the right of employees to withdraw from the work place and to seek drug or alcohol rehabilitation.

We are a service organization and our primary responsibility is to serve our membership. Rehabilitation of our members is an important part of our overall responsibility.

Women in the workplace

On Saturday, November 22, we scheduled a special seminar

for Teamster women. The role of women in the workplace is an evolving one. It is absolutely essential that we bridge the gap between the genders. We must emphasize the areas of mutual interest and concern. At the same time we must recognize the inherent differences between both the perspective and the experience of men and women in the workplace. We have much to learn from each other.

Watsonville Strikers—example of Christmas hope

The year ends with the employees of Watsonville Canning still on strike. These mostly Latino women enter another winter of unemployment. They have resisted all attempts to break their spirit and have endured injury and insult with unbelievable equanimity. Unemployment benefits have been blocked and vacation pay due and owing has been denied. Even Aid-to-Dependent-Children in some cases has been stopped. In this Christmas season they are a shining example of hope.

I only wish that there were "angels" to deliver food and "wise men" to reconcile the differences between employer and employee positions. Instead there seems to be indifference. And yet in their simplicity, these women represent the best of the Christmas Story. Let us hope "the Lord hears the cry of the poor." They deserve deliverance. Remember the striking Watsonville workers and all of our unemployed and homeless brothers and sisters this Christmas season. They richly deserve your support.

To you and your family I wish to extend my sincerest holiday greeting. Merry Christmas and Happy New Year.

Fraternally,
Joseph L. Silva, Jr.

Holiday G

*The officers, officials and staff of Local 70
their families a Merry Christmas*



WE GAVE—These UPS drivers, along with Business Agent Marty Frates, enrolled in the DRIVE program. Left to right are Steve Mohatt, Bob Kuchenmeister, Jerry Sheldon, Frates, Jim Canell, Cindy Canales, Steve Purpura, and Dave Counts.

PacSteelers come through

The relief for the striking Watsonville workers has come in various forms and various quantities from many different groups in the Teamster organizations. The letter below expresses gratitude toward one outstanding group that exemplifies what unionism is about.

Mr. Gabe Ybarrolaza,
Business Agent
Teamsters Local 70
Dear Brother Gabe:

On behalf of the 1,000 strikers and their families, we want to thank your members at Pacific Steel & Supply for their generous donation of \$273. What is extremely gratifying from this donation is that Pacific Steel & Supply (P.S.S.) is a small barn and the monies collected were from members of both Local 70 and Local 853.

I also understand that this is the second big donation in less than three months and it truly represents Teamsters in a tradition that is befitting our organization. If all of our members were as conscious as those of P.S.S. of the devastating struggle of the strikers at Watsonville, there would be

less evictions and repossessions of their properties, and sufficient funds to maintain their constant battle against the horrendous demands of the employer.

Once again, Gabe, thank you and also those members at P.S.S. personally.

Fraternally,
Bill Walsh, Coordinator
Teamsters Assistance Programs
Locals 70-912



CONGRATULATIONS IN ORDER—Dublin Councilman Pete Hegarty, who was endorsed by Local 70, was recently re-elected to the Council of this Alameda County city for a four-year term. The Local's endorsement was not difficult because Hegarty has been a member of Local 70 for 30 years. He works at the Pacific Motor Trucking Company in Oakland. Hegarty will begin his fifth year on the Council when it convenes early next year.

LOCAL 70

Executive Board

Secretary-Treasurer
Chuck Mack
Recording Secretary
Joe Ovalle

President
Joe Silva, Jr.
Vice President
Stan Botelho

Trustees

Art Soto Earl Randall Ron Rocha
Conductor, Mel Baptiste Warden, Dennis Giorgetti

Business Agents

Larry Dias Don Gomez Gabe Ybarrolaza
Marty Frates Jim Manning Dan Varela
Pete Gemma Bud Pratt

Line Division Director

Ernie Freitas

Dispatcher
Noel Eben

Greetings

*Local 70 want to wish all of our members and
Christmas and a Happy New Year.*

Nine former Wisinger employees get \$27,000



CHECK TIME—Former Wisinger Trucking employees receiving \$3,000 checks recently included (left to right, back row) Bobby Caldwell, Dave Gonzalez, James Morphis, Bill Cook, Stewart Anderson, (front row, second from left) Frank Russell, and (front row, far right) John McLaughlin. With them are Trustee Earl Randall (far left, front row) and President Chuck Mack.

Nine Local 70 members who formerly were employees of Wisinger Trucking received checks for \$3,000 each in settlement of a law suit brought by Local 70 on their behalf against Western Kraft/Willamette.

The checks were in settlement of a lawsuit that Local 70 brought on the members' behalf when Western Kraft/Willamette terminated the services of Wisinger. The suit was initiated four years ago by Business Agent Dick Sarmiento and carried to conclusion

by Mack. Frank Russell, speaking on behalf of the drivers, thanked Mack and Local 70 for their persistence. "Quite frankly, none of us thought that we would get anything," Russell said. When we were notified that the Local was still pursuing the case, we were surprised, and when we found out about the settlement, we are astounded. Literally, it pays to belong to Local 70. This is the most outstanding local in the country. They never quit representing the membership."

Five white ballot results

The Nomination Meeting was held on Saturday, November 1 in the Local 70 Auditorium.

President Joe Silva, appointed by the Executive Board in early 1985 to replace retiring president Jim Muniz, was nominated by Chuck Mack. President Silva was elected by acclamation for the ensuing term of 1986-1989. Silva, after having served since 1977 as Recording Secretary and Business Agent, assumed his first full term as President of Teamsters Local 70.

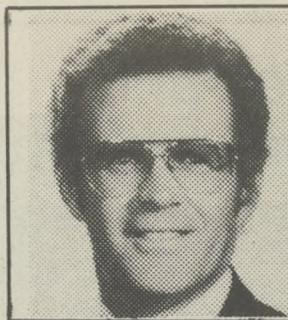
The name of Ron Rocha was entered into nomination for Vice President by President Silva. Vice President Botelho, after seconding Rocha's nomination, announced his retirement formally. Rocha, a trustee of Teamsters Local 70 for many years, was elected by acclamation. Recording Secretary Joe Ovalle was nominated for his first full term for the office of Recording Secretary. Ovalle has served as Chief Steward at United Parcel Service for many years. Ovalle was appointed Recording Secretary by the Executive Board in 1984. Ovalle was declared elected by acclamation.

Mack praised

Finally, for the office of Secretary-Treasurer, the name of Chuck Mack was placed in nomination by President Silva. Mack's outstanding accomplishments in reregulation, pension improvements, and hiring hall rights were reviewed. Mack was especially praised for his hard work, long hours, and progressive views. Mack was elected by acclamation.

For the office of Dispatcher the name of Noel Eben was entered into nomination. Secretary-Treasurer Mack discussed with the membership the decision of the Executive Board to reduce the number of dispatchers to one. Mack expressed his appreciation to Jim Manning for having accepted the position of Business Agent. Noel Eben was elected by acclamation to the office of dispatcher.

The election by acclamation, on "white ballot," of Mack, Silva, Rocha, Ovalle, and Eben was unprecedented in Local 70 history.



Secretary Treasurer's Report

By the time you receive this edition of the newspaper, Local 70's election will be history. The membership will have selected those individuals who they want to lead them for the next three years. The campaign was a decent one and the individuals who ran for office, whether incumbent or non-incumbent, conducted themselves in a positive and constructive way. While there were criticisms of existing policy, there were also solutions offered, and while we may or may not agree with some of the solutions, they were put forward in a responsible manner with the best interest of the membership in mind. The membership has spoken, and we now must close rank and pull together so that we meet the employers, the politicians, and the bureaucracies in a unified fashion. Our strength comes from unity—from many pulling together as one.

Personally, I want to express my appreciation to our officers, officials, and membership for according me a "white ballot." This is the fourth consecutive time I have been so honored. It's flattering, and while I would like to believe it's because of my unequalled ability, I know better. We made mistakes over the past three years. I'd like to believe that they were fewer than our accomplishments, but we can improve. As the Secretary-Treasurer of our great local, I commit myself to doing everything we can to provide the best service and representation to our members. The next three years will be challenging. We need your support and assistance so that these challenges can be turned into opportunities.

Pension

Local 70 has scheduled a pension seminar for Saturday, January 17. The seminar will be held in our auditorium and Walter Pentz, the Manager of the Pension Administrative Office in Burlingame, will attend. Pentz and I will make a presentation of pension changes in the Western Conference Plans and how these affect our members. We also will endeavor to answer membership questions on the subject. I consider the pension changes, which were finally approved by the Plan Trustees in October, probably the biggest news—and good news, at that—of 1986. Not only did we give to our retired members the 13th check, but long-term members and younger members will be significantly advantaged by these benefit improvements. Please make plans to attend the meeting on the 17th.

Short Notes

Viking organizing is successful beyond our expectations. As of this writing, we have a majority of the Viking employees in San Leandro signed. If we can get the other locals in the West to make the effort we have, there is no doubt that Viking can be organized.

On behalf of the officers, officials, and staff of Teamsters Local 70, I want to wish you and your families a very Merry Christmas and a Happy-and-safe-New Year.

Fraternally yours,
Chuck Mack



SOME OF OUR HISTORY—Consolidated Freightways Steward Ray Ramirez (left) of Local 70, and Joint Council 7 Vice President and Local 315 Trustee Vince Aloise, look over some of the memorabilia that was on display at Local 70's nomination meeting. Ramirez, and John Gomez of Lucky Stores both brought memorabilia that they have been collecting over the past twenty-five years. The display included pictures, buttons, belt buckles, and political posters reflecting Teamster history. Some members were heard to say that the display was the best thing that happened on nominations day.

SICK BENEFIT FUND

Monthly Meetings—2nd Tuesday at 7:30 p.m.

Tuesday night phone: 569-7171

Day phone: 569-9317

To be eligible for Sick Benefits, claims must be filed at Local 70's office within 30 days of disability; also, dues for the previous month must have been paid on time.

SICK BENEFIT COMMITTEE

Chairman—Frank Arroyo

Co-Chairman—Lee Hafley

Recording Secretary/Auditor—George Wells

Members: Dave Buswell, Fred Erdman, Bob Corby, Tony Lara, Emil Radloff, Vern Silva, Ron White, Bob Yolland.

Honorary Members: Vern Fielder, Joe DeSilva

TEAMSTERS LOCAL 70 BLOOD BANK

70 Hegenberger Road • P.O. Box 2270 • Oakland, CA 94621-0170
(415) 569-9317

FRANK ARROYO
Chairman

FRED ERDMAN
Co-Chairman

At UPS Hub

Dellums has coffee and doughnuts with members



VIP VISITOR—Congressman Ron Dellums (center) at the UPS Hub in Oakland with (left to right) Business Agents Gabe Ybarrolaza and Marty Frates, President Chuck Mack, and Recording Secretary Joe Ovalle.

Congressman Ron Dellums, at the invitation of Teamsters Local 70 and United Parcel Service, visited the UPS Hub in Oakland this past month. Dellums met with management representatives from UPS, Local 70's representatives, and the rank and file drivers and positioners (truck loaders) in an early morning coffee and doughnut reception. Dellums, in a stirring address, updated union members and UPS management on the recently completed congressional session. He focused most of his remarks on the South African Sanction

resolution, a measure in which he played a major role.

Teamster members and the Local 70 representatives also had the opportunity to update Dellums on some of the labor front problems. Dellums is a fifteen-year congressman who has always enjoyed Teamster support. He, in turn, has been extremely responsive to the needs of the Locals' members and Teamster problems with truck deregulation.

Approximately 200 members had the opportunity to meet Dellums and listen to his address.



With Dellums (left) are his aide, Sandre Swanson (rear) and Local 70 members Jim Spears and Leonard Malone (right).



Local 70 driver Rose Otto meets Congressman Dellums.

Give to DRIVE

Will be missed

Botelho and Soto retire

Vice President Stan Botelho and Trustee Art Soto announced their retirement at Local 70's Nomination Meeting on November 1. Between them the two Executive Board members have a total of sixty-seven years of service as members of Local 70. They have a combined thirty-seven years as members of the Executive Board.

Backgrounds

Stan worked thirty-five years at Atlas Freight of Oakland. The firm closed earlier this year and he opted for retirement. Brother Botelho was interested in union activities from his first day of membership in Local 70. In 1963 he decided to get involved on a first-hand basis and ran for, and was elected, Trustee. After suffering an election defeat in an effort to become a Business Agent in 1966, Botelho came back and ran for Vice President in 1969. He was elected overwhelmingly and held that position until the expiration of his term this year. Like most part-time members of the Executive Board, Stan has devoted thousands of hours to help the members of Local 70. He has been Coordinator of Shop Stewards and was the chair at Shop Steward Meetings for many years.

Art Soto worked for Owens-Illinois most of his Teamster career. He was active in contract negotiations at Owens and also served as Shop Steward. Art was first elected to the Executive Board in 1966 and he served as a trustee for seven consecutive terms—over 20 years. Like Stan, Soto's commitment to the Local has been exemplary. He has been active in every labor dispute and has never turned his back on members who have needed help. Any number of Local 70 members can attest to that as can the members of Teamsters Local 912 who are on strike in Watsonville. Art has made a number of trips south and taken food and donations to those members.

Nominations

Both men were given standing ovations by the membership at the Nomination Meeting in early November. Botelho was given the title of Vice President Emeritus and Soto was designated Trustee Emeritus. Local 70 officers and officials, along with members, paid tribute to the contributions that the two Board members have made over the years.

In commenting on Stan and Art's retirement, Local 70 Secretary-Treasurer Chuck Mack and President Joe Silva made the following statement: "Stan and Art's retirement cannot help but leave a void on the Executive Board initially."

LOCAL UNION 70, CITY OF OAKLAND, CA

Affiliated with
International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America

Trustees Report

Period Covered: From October 1, 1986 to October 31, 1986

CASH RECEIVED

Dues Including Hiring Hall & Agency Fees	\$156,973.76
Initiation and Reinitiation Fees	13,487.00
Withdrawal and Transfer Cards	32.50
Assessments	16,155.75
Funds for Transmittal for Members	409.50
Receipts from Affiliates	3,795.00
Other Receipts	19,546.55
Benevolent Insurance	2,076.00
Difference in Dues	40.00
Total Cash Received	\$212,516.06

CASH PAID OUT

Salaries	85,846.70
Payroll Adjustments	(8.75)
Expense Allowances	5,730.00
Per Capita Taxes	32,742.70
Contributions	2,005.00
Benefits Paid	32,416.40
Funds for Transmittal for Members	333.00
Refunds—Dues	770.00
Refunds—Initiation and Reinitiation Fees	2,475.00
Refunds, Assessments, Insurance, Other	105.50
Office and Administrative	14,039.29
Legal Fees	1,750.00
Arbitrator Fees	2,171.76
Taxes	6,311.56
Sick Benefit Fund/Blood Bank expense	6,979.78
Organizing Expenses	773.16
Meeting and Committee Expenses	605.69
Strike Expenses	85.73
Auto Expenses	3,600.75
Out-of-Town Travel Expenses	641.36
Other Activities	17,397.31
Total Paid Out	\$216,769.94

Net Increase (or Decrease) in Cash (4,253.88)

Cash Balance Beginning of Period—General Fund—

Checking Acc't. \$ 68,513.10

CASH BALANCE END OF PERIOD—GENERAL FUND—CHECKING ACC'T. \$ 64,259.22

STATEMENT OF ASSETS—Period ending October 31, 1986

	BEGINNING OF PERIOD	CHANGE	END OF PERIOD
General Fund—			
Checking Account	\$ 68,513.10	\$ (4,253.88)	\$ 64,259.22
Petty Cash	250.00	.00	250.00
General Fund—Savings			
Accounts	46,358.33	191.40	46,549.73
General Fund—Certificates of Deposit S/B	23,945.30	138.54	24,083.84
Cash in Special Funds	6,176.36	26.31	6,202.67
Cash—Savings S/B Fund	5,198.55	23.48	5,222.03
Cash—Change Fund	600.00	.00	600.00
Land	214,839.00	.00	214,839.00
Buildings	481,184.00		481,184.00
Office Furniture and Equipment	10,302.00		10,302.00
Total Assets	857,366.64	(3,874.15)	853,492.49
Deduct: Obligations (Per List Below)	(2,272,960.17)	2,895.63	(2,270,064.54)
Net Assets	\$ (1,415,593.53)	\$ (978.52)	\$ (1,416,572.05)

OBLIGATIONS

Date	Description	Date	Amount
10/86	Loan from International	12/1/2104	\$2,270,064.54
	Total		\$2,270,064.54

SCHEDULES

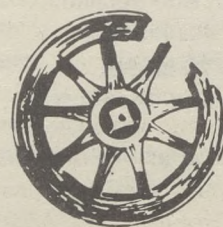
Item 9—Other Receipts	Amount
Sale of Supplies	\$ 68.00
Rent	3,875.00
Refund—Travel Expenses	81.00
Adm. Fees Incl. Picket	3,039.38
Reimb. JC7, Watsonville	9,821.21
Reimb. E.B. Drayage	1,275.96
Other Misc. Income	1,386.00
Total	\$19,546.55

Item 20—Benefits Paid	Amount
Out-of-Work Benefits Paid	4,265.00
Pension	7,565.60
Insurance—Group Life	6,933.84
Insurance—Health and Welfare	8,280.00
Insurance—Other	1,255.30
Retiree dues	27.75
Workmen's Compensation	4,088.91
Total	\$32,416.40

Item 39—Other Activities	Amount
Education and Publicity	1,765.77
Checks—Uncollected and Returned	65.00
Building Maintenance	1,316.61
Mortgage and Loan Payments (Principal Only)	2,895.63
Interest	9,652.30
Rent Deposit Refunds	1,500.00
Clerical Service Reimbursement	200.00
Total	\$17,395.31

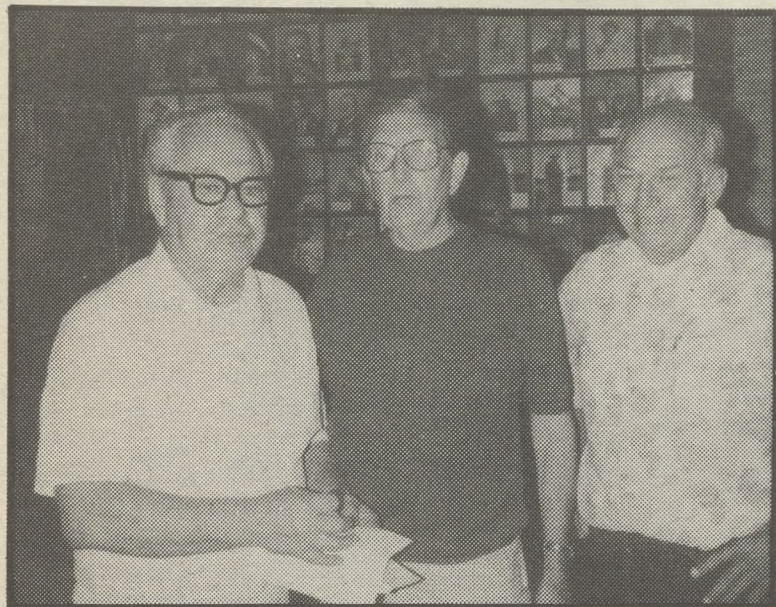
Item 8—Receipts from Affiliates	Amount
International Out-Of-Work Benefits	3,795.00
Total	\$3,795.00

In Memoriam



MIKE BIELOVIC, Nov. 4
JOHN LEE CHAPMAN, Oct. 5
ALF COLLINS, Oct. 8
JACK MORTON DUCKWORTH, Nov. 4
HERMAN "SANDERS" FRANK, Nov. 1
ROBERT H. LE DOUX, Sept. 5
PAUL J. RONDO, Nov. 9
VINCENT SANGERVASI, Nov. 10

Pension news brings retirees club \$3,600



FOR THE FELLOWS—Local 85 Retiree Club President Gerhard Olson (center) with Retirees Pension Reform Committee Chairman Leo Benzler (left) and Co-chairman Bob Kaup.

A check for more than \$3,600, representing donations from about 1,000 Teamsters Local 85 retirees, has been given to the general fund of the local's "Hitch-in' Post" retirees club in San Francisco.

The donations originally were made for use in a Teamster retirees pension reform campaign. However, the newly announced changes in the Western Conference pension fund distribution, plus the strong support for pension adjustment expressed by International President Jackie

Presser at the last International Convention in Las Vegas, makes expenditure of the funds unnecessary.

A video tape of President Presser's appearance and remarks at the International Convention on the issue of pension reform is available to other Teamster retiree clubs for showing by Local 85 retiree Leo Benzler, chairman of the Local 85 Retirees Pension Reform Committee. Benzler can be reached by telephone at (707) 585-2796.

Working women session hears Watsonville striker

Margarita Martinez, a Local 912 Teamster striker at the Watsonville Canning and Frozen Food plant, gave an emotional description of the courageous fight by the strikers, some 80 percent of them women, at the first Teamsters "Women in the Workplace" conference in Dallas, Texas last month.

Martinez, whose Teamster husband, mother, and two sisters are also on strike at the scab-manned plant, was invited to address the conference by Teamsters President Jackie Presser after she talked personally with him there.

Martinez had worked at Watsonville Canning for eighteen years prior to the strike.

Following her talk to the conference delegates, a spontaneous reaction was the giving of more than \$2,000 from the floor for Martinez to bring back to the

strikers aid fund.

A contingent of Joint Council 7 officials, headed by IBT Trustee Ben Leal, attended the conference which focused upon the social and economic injustices faced by working women. Remedies to correct these injustices through organizing, collective bargaining, legislation, and various legal actions were dealt with in seminars and workshops at the Hyatt Regency hotel in the Texas city.

Guest speakers included Dr. Sylvia Hewlett, economist and author of the controversial best seller, "A Lesser Life—the Myth of Women's Liberation in America," and former White House consumer adviser Esther Peterson, a Washington-based consultant and representative of the International Organization of Consumers Unions at the United Nations.

ITU-CWA merger vote awaited

Pro-Teamster members nationwide of the newspaper and printing trades Mailers Union, an affiliate of the International Typographical Union (ITU), late last month were awaiting the results of a mail ballot vote of ITU members on a proposed merger into the Communication Workers of America (CWA).

The mailed-in ballots were picked up by the supervising American Arbitration Association on November 19 from the designated post office box and were to be counted at the Association's regional office in Denver.

Join Teamsters

Members of various Mailer locals, including the overwhelming majority of those in San Francisco Mailers Local 18, previously voted to disaffiliate from the ITU and merge into the Teamsters Union after earlier efforts to effect a merger into the Teamsters of the ITU failed to jell.

If the CWA merger vote is approved, other pro-Teamster Mailer locals are also expected to disaffiliate and apply for local charters within the Teamsters Union. The application of the Local 18 members was approved by the IBT Executive Board and made effective last October 9.

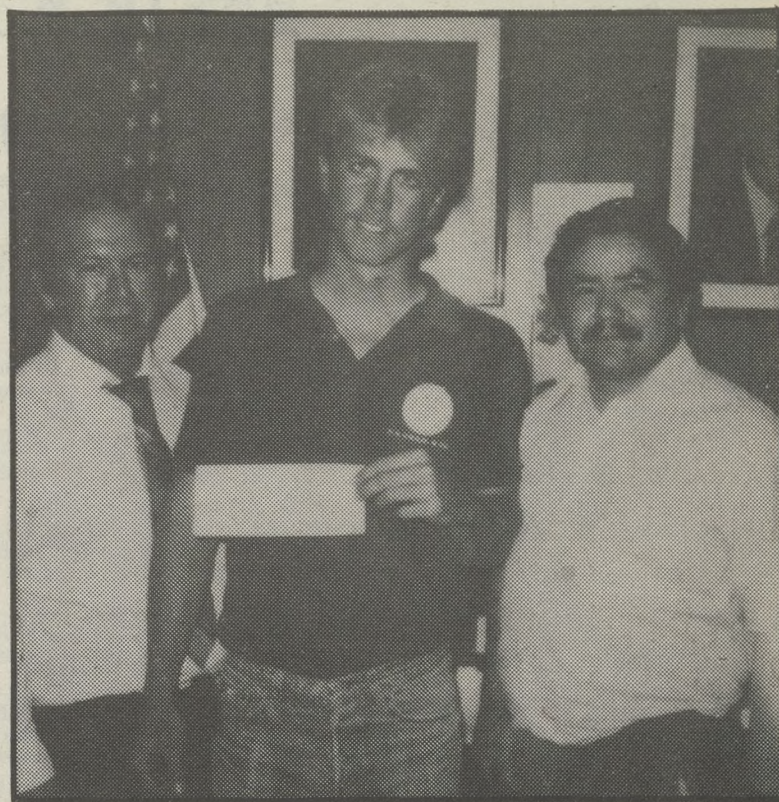
Observers estimate that as many as 10,000 members of the Mailers Union nationally could join the Teamsters next year if the CWA merger goes through.

TARP has Xmas party

Bay Area TARP (Teamsters Alcoholic Rehabilitation Program) and its auxiliary Teamsters' Aftercare and Growth Program will hold their fifth annual Christmas Party on Saturday, December 13, at Teamster Local 70 Hall, 70 Hegenberger Road, in Oakland.

Featuring Santa Claus with gifts for all kids under 12 and music for dancing by Vince Crudele and the "Variations" band, the party will begin at 4 p.m. and go until midnight. Christmas dinner will be served from 5 to 6:30 p.m., followed by Santa Claus' appearance.

Salinas backpay award



HOW SWEET IT IS!—Teamster Robert Bomar of Salinas Local 890 holds the \$32,872 check he recently received from his employer, the Hicks Lumber Company in Salinas, for backpay awarded him because the company had failed to reclassify him into the proper higher-pay bracket. With him are Business Representative Pat McLaughlin (left) and President and Executive Officer Franklin Gallegos.

West German union leader visits S.F. Teamster local

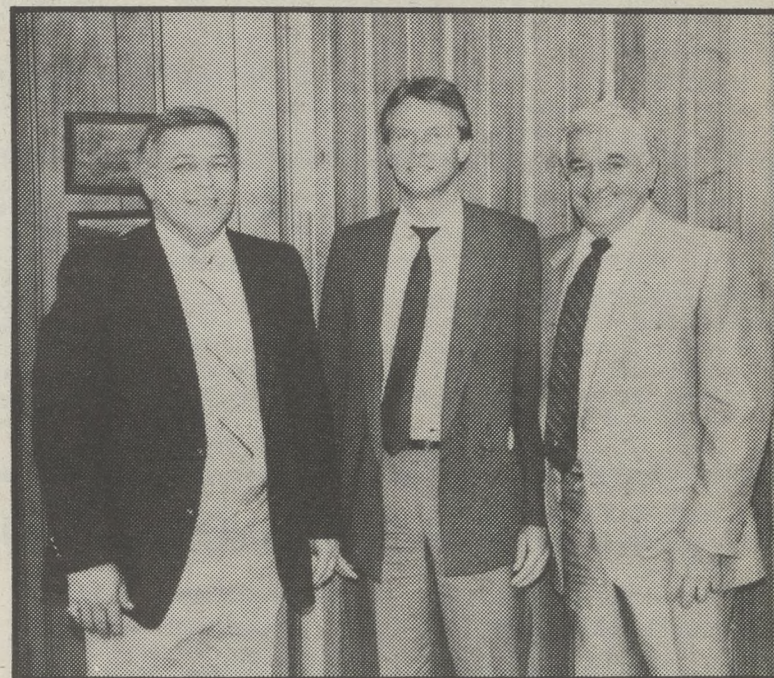
International Trustee Ben Leal and his staff at San Francisco Teamsters Local 856 recently played host to Ullrich H. Flechsenhar, International Department Director of the National Public Services and Transport Workers' Union of West Germany.

Flechsenhar was visiting in the Bay Area under the auspices of the International Visitor Program of the U.S. Information Agency as part of a national tour.

Flechsenhar said that besides observing the operation of U.S.

unions, he was making a study of the role of unions in U.S. political elections, the overall political system of the United States, and the influence of media upon U.S. political systems, especially in the recent November national elections.

The West German union leader previously was with the Friedrich-Ebert-Stiftung political foundation for seven years where he was responsible for projects dealing with consumerism in Egypt and Mali.



FROM WEST GERMANY—Ulrich H. Flechsenhar (center), West German union official, in Local 856's offices with Local President Jack McLaughlin (left), and Ben Leal, Local Secretary-Treasurer and IBT Trustee.

Legislature begins real work January 5th

by Gerald O'Hara

Legislative Representative

The California State Legislature was to return to Sacramento

to start its 1987-1988 session on December 1st for the usual few days of organizational meetings and the introduction of bills.

Democrats remain in control of both houses and it seems assured that Senate President pro-Tem David Roberti and Assembly Speaker Willie Brown will con-

tinue in their leadership posts.

The Legislature is scheduled to return to Sacramento on January 5th to begin the real work of the session. We will have a California Teamsters Legislative Report in the February issue of the *Northern California Teamster*.

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Give to DRIVE



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U.S. Library of Congress

Meetings and Notices

Joint Council 7

EXECUTIVE BOARD

CHUCK MACK President
VINCE ALOISE Vice-President
RALPH TORRISI Secretary-Treasurer
AL COSTA Recording Secretary
ROBERT MORALES Trustee
BEN LEAL Trustee
DANIEL J. SULLIVAN Trustee

The January meeting of Joint Council 7 Delegates will be held on Tuesday, January 6, at 7:30 p.m., at 399 Fremont Street, San Francisco.

The February meeting will be held on Tuesday, February 3, at 7:30 p.m., at the same location.

Chuck Mack, President

NOMINATIONS, ELECTIONS INTERNATIONAL CONSTITUTION

Re-adopted May, 1986

The following applies to all nominations and elections in Teamsters Locals: Article XXII, Section 4(a):

To be eligible to nominate and otherwise participate in the nominations meeting, a member must have his dues paid through the month prior to the month in which the nominations meeting is held. Nominations shall be made at the meeting by a member in good standing other than the nominee by motion seconded by a member in good standing other than the nominee. Candidates must accept nominations at the time made either in person, or, if absent, in writing, and may accept nomination for only one office. A member may also run for and be elected as a Business Agent or Assistant Business Agent as provided in Article XXII, Section 8, and may hold both the office and the position if elected to both.

ARTICLE XXII, Section 4(c):

To be eligible to vote in the election, a member must have his dues paid up through the month prior to the month in which the election is held.

ARTICLE II, Section 4(a)(1):

To be eligible for election to any office in a Local Union, a member must be in continuous good standing in the Local Union in which he is a member and in which he is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold the office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5, concerning the payment of dues for a period of twenty-four consecutive months, together with no interruptions in active membership in the Local Union for which office is sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Provided, however, that if a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

ARTICLE II, Section 4(a)(2):

A Local Union in its Bylaws may require that a member, to be eligible for election to any office in the Local Union, must have attended a minimum number of the regular or divisional meetings of the Local Union, but not to exceed fifty percent (50%) during the twenty-four (24) consecutive months prior to nomination.

ARTICLE II, Section 4(g):

Elected officers of the International Union, Local Unions and other subordinate bodies shall be delegates to other subordinate bodies, Conventions of the International Brotherhood of Teamsters, and all other conventions by virtue of their office and in accordance with applicable provisions of this Constitution and the Bylaws of such other subordinate bodies.

MONTHLY GENERAL MEMBERSHIP MEETINGS OF THE FOLLOWING LOCALS WILL BE HELD AS INDICATED:

Local 70, Oakland

The December General Membership and Stewards meetings will be held on Tuesday, December 16th, at 8 p.m., at 70 Hegenberger Road, Oakland.

The January General Membership meeting will be held on the fourth Thursday at 8 p.m., at the same location.

Chuck Mack, Secretary-Treasurer

Local 78, Oakland

Fourth Monday, at 8 p.m., at 8055 Collins Drive, Oakland.

Ken Hill, Secretary-Treasurer

Local 85, San Francisco

Please note, there will be no meeting in January due to the holiday. Regular meetings will resume on the first Thursday in February.

Ron Wells, Secretary-Treasurer

Local 96, Oakland

Second Wednesday, at 6:30 p.m., at 8055 Collins Drive, Oakland.

Elton Bovey, President

Local 216, South San Francisco

Second Wednesday, at 8 p.m., at Santo Cristo Hall, 42 Oak Street, South San Francisco.

Dallas G. Allen, Secretary-Treasurer

Local 278, San Francisco

Third Tuesday, at 8 p.m., at 399 Fremont Street, San Francisco.

Jack Bookter, Secretary-Treasurer

Local 287, San Jose

Second Tuesday, at 8 p.m., at 1452 North Fourth Street, San Jose.

Mario Gullo, Secretary-Treasurer

Local 296, San Jose

The December General Membership meeting will be held on December 18, at 8 p.m., at 3175 Stevens Creek Blvd., San Jose.

The January General Membership meeting will be held on the fourth Tuesday, at 8 p.m., at 3275 Stevens Creek Blvd., San Jose.

Ralph J. Torrissi, Secretary-Treasurer

Local 302, Oakland

General membership meetings are held on the third Tuesday at 8 p.m., at 722 East 14th Street, Oakland.

Day Workers: 8 p.m.

Night Workers: 9 a.m.

Daniel J. Sullivan, Secretary-Treasurer

Local 315, Martinez

Second Wednesday, at 8 p.m., at 2727 Alhambra Avenue, Martinez.

George Sveum, Secretary-Treasurer

Local 350, San Francisco

Quarterly General Membership meetings are held in December, March, June, and September.

San Francisco District Meeting: Thursday, December 11, at 7 p.m., at Electricians Hall, 55 Fillmore Street, San Francisco.

San Jose District Meeting: Thursday, December 17, at 7 p.m., at 1452 North Fourth Street, San Jose.

Robert Morales, Secretary-Treasurer

Local 484, San Francisco

AS PER ARTICLE X, SECTION 3 (d) OF THE INTERNATIONAL CONSTITUTION, EFFECTIVE DECEMBER 1, 1986, DUES WILL BE INCREASED \$2.00 PER MONTH. ANYONE WHO HAS PAID DECEMBER 1986 DUES IN ADVANCE MUST PAY THE DIFFERENCE BEFORE ANY FUTURE DUES CAN BE ACCEPTED.

Joseph J. Ault, Recording Secretary

Local 490, Vallejo

Second Tuesday, at 7 p.m., at 445 Nebraska Street, Vallejo.

Casey Sawyer, Secretary-Treasurer

Local 576, San Jose

Third Wednesday at 8 p.m., at 1510 Park Avenue, San Jose.

Louis D. Riga, Secretary-Treasurer

Local 588, Hayward

Third Thursday at 8 p.m., at 492 "C" Street, Hayward.

LeRoy A. Salido, Secretary-Treasurer

Local 624, Santa Rosa

Third Tuesday at 8 p.m., at Santa Rosa Veterans Memorial Building, 1351 Maple Avenue, Santa Rosa.

Al Andrade, Secretary-Treasurer

Local 665, San Francisco

Fourth Monday, at 8 p.m., at 6450 Mission Street, Daly City.

David E. Powell, Secretary-Treasurer

Local 853, Oakland

Please be advised that at the Executive Board meeting held on Tuesday, September 9, 1986, a motion was made by Secretary-Treasurer, Al Costa, seconded, and carried, in accordance with the International Constitution, Article 22, Section 4 (B), the Local Union By-laws, and Labor Management Reporting and Disclosure Act, that the 30-day requirement regarding nominations and elections of officers must be adhered to. Therefore, the regular monthly meeting of November was held on November 6, 1986, for the purpose of nominations of officers. The original motion was approved at the regular membership meeting on September 11, 1986.

Also, because of nominations and election of officers, the regular order of business for the months of November and December, 1986, will be suspended.

NOTICE OF NOMINATIONS AND ELECTIONS

Nominations of candidates for the offices of President, Vice President, Secretary-Treasurer, Recording Secretary, three (3) Trustees, and a Business Agent will take place as follows:

NOMINATION: DATE: THURSDAY, NOVEMBER 6, 1986
TIME: 8 p.m.
PLACE: Local 853 Union Hall
8055 Collins Drive
Oakland, California

ELECTION: DATE: THURSDAY, DECEMBER 11, 1986
TIME: 7 a.m. TO 7 p.m.
PLACE: Local 853 Union Hall
8055 Collins Drive
Oakland, California

The 50 percent meeting attendance requirement shall **not** be enforced as a condition of eligibility to run for office in this election.

These meetings are for all members. Retired members may attend both meetings but are not eligible to either make nominations or to vote.

Application to file for candidacy and copies of the **Rules Governing Nominations and Elections** are available and may be obtained at the Union Office by any member so requesting. This form must be returned to the Secretary-Treasurer by 5 p.m. on October 28, 1986.

To be eligible to nominate, a member must have: Dues paid for the month of October, 1986.

To be eligible to vote, a member must have: Dues paid for the month of November, 1986.

Absentee ballots will be provided upon request through the office of the Union for members who are regularly employed by a company having a facility domiciled out of the county of Alameda, or a member whose residence is out of the county of Alameda, and who is regularly assigned by his/her employer to work in areas out of Alameda County, and can provide proof of same.

The January General Membership meeting will be held on the second Thursday, at 8 p.m., at 8055 Collins Drive, Oakland.

Al Costa, Secretary-Treasurer

Local 856, San Francisco

The December General Membership meeting will be held on December 16, at 8 p.m., at the Grosvenor Airport Inn, 380 South Airport Blvd., South San Francisco (off Highway 101).

The January General Membership meeting will be held on January 27, at 8 p.m., at Teamsters' Local 853, 8055 Collins Drive, Oakland (off Hegenberger Road near the Nimitz Freeway—behind Denny's).

Ben Leal, Secretary-Treasurer

Local 860, Daly City

Second Wednesday, at 6 p.m. at 6540 Mission Street, Daly City.

Herbert Suvaco, Secretary-Treasurer

Local 890, Salinas

Second Thursday, at 8 p.m., at 207 Sanborn Road, Salinas.

Franklin L. Gallegos, President

Local 896, Oakland

BAY AREA-SOFT DRINK: Saturday, December 20, 1986

Saturday, January 24, 1987

at 10 a.m. 720 East 14th Street, Oakland

ANHAUSER-BUSCH/BELL DISTRIBUTING: Sunday, December 21, 1986 at 5 p.m. and Tuesday, January 27, 1987 at 5:30 p.m., at 445 Nebraska Street, Vallejo.

Robert Mattingly, Business Representative

Local 912, Watsonville

General Membership meetings are held as follows at 163 West Lake Avenue, Watsonville:

Heavy Duty & Sales: Third Wednesday at 8 p.m.

Frozen Food & Cannery Apples: Fourth Tuesday at 8 p.m.

Sergio Lopez, Secretary-Treasurer

Local 921, San Francisco

The December General Membership meetings will be held on Wednesday, December 17, at 450 Harrison Street, San Francisco.

The January General Membership meetings will be held on the fourth Wednesday, at 450 Harrison Street, San Francisco.

Day Employees: 1 p.m. **Night Employees:** 8:30 p.m.

Members failing to attend these meetings will be subject to a fine of not less than \$5. No excuses will be accepted for non-attendance except due to working, vacation, or illness, and unless they are received prior to date of meeting.

Michael J. Kilean, Secretary-Treasurer

\$9.2 million recovered in back wages, overtime for workers in 1986

The U.S. Department of Labor announced it recovered \$9.2 million in back wages and unpaid overtime on behalf of nearly 25,000 California workers in 1986.

The wages were recovered from employers found to be in violation of the Fair Labor Standards Act (FLSA) and federal laws regulating wage rates for work on government contracts, according

to Herbert Goldstein, head of the Labor Department's Wage-Hour Division here.

Under the FLSA, the department found employers owed \$7.1 million in minimum wages and overtime to 23,006 workers. The department restored \$5.6 million to 20,308 workers.

The federal minimum wage is \$3.35 an hour, and the law requires payment of overtime at

time-and-a-half for all hours worked over 40 in a workweek.

Goldstein said the department found another 5,115 workers employed under government contracts were owed \$4.5 million in wages. The department restored \$3.5 million to 4,621 workers.

Goldstein explained the difference between wages owed and wages restored is because legal action to collect back wages from

employers is pending.

In 1985, Goldstein said the department recovered a total of \$8.3 million on behalf of 23,700 workers.

The Fair Labor Standards Act and government contracts acts (Davis-Bacon and related acts, Service Contracts Act, Contract Work Hours and Safety Standards Act) are administered by the Labor Department's Wage-Hour

Division. Persons seeking more information about the laws may contact Wage-Hour offices located in major cities in the state. The office is listed in the telephone directory under the U.S. Government heading under Department of Labor, Employment Standards Administration.

Give to DRIVE

Jobs Task Force (from Page 3)

Joint Council 7 locals by early January. They will seek case histories and experiences of the locals with closures, plant relocations, mergers, buy-outs, and other employer maneuvers which result in job losses. Information on what has happened to the affected employees will be requested.

Detailed information, by individual company, on jobs lost and the manner in which the local resolved the issues involved will be requested in the questionnaires. The return of these questionnaires by the locals is considered vital by the Task Force.

Polland will be aided in compiling the information and statistics and making a report by Therese M. Henson, former Personnel Manager at the Tri/Valley Growers food processing cooperative in Modesto. Ms. Henson is now an MBA candidate at the University of California's School of Business Administration in Berkeley. Her work will also be supervised by Professor Stephen Kealhofer of the Finance Department in the U.C. Graduate School of Business.

Also planned are meetings of Task Force subcommittee members with specialists and experts in various fields of business, drawn primarily from the Northern California academic community. These specialists will also be invited to conduct seminars for Joint Council 7 union officials on business subjects.

2. Collective Bargaining

This is still basic in providing job security for Teamster employees. Negotiators must continue to be forceful in negotiating terms and conditions that provide protection.

3. Legislation

The Task Force, in consultation with Teamster legislative representatives such as Dave Sweeney in Washington and Jerry O'Hara in Sacramento and staff attorneys, will be considering possible state legislation to discourage takeovers and provide members with a greater degree of job protection. Aside from the issue of union membership, there is the basic question of the rights of employees with long years of service who are arbitrarily terminated. Legislative options that can be considered include termination pay, extended health and welfare coverage, and extended unemployment insurance beyond twenty-six weeks. The use of legislative hearings with effective Teamster witnesses appearing is one avenue that is considered worthy of exploration.

Meetings with both congressional and state legislators on the prospective legislation and how it might be pushed is also a likelihood on the Task Force's future agenda.

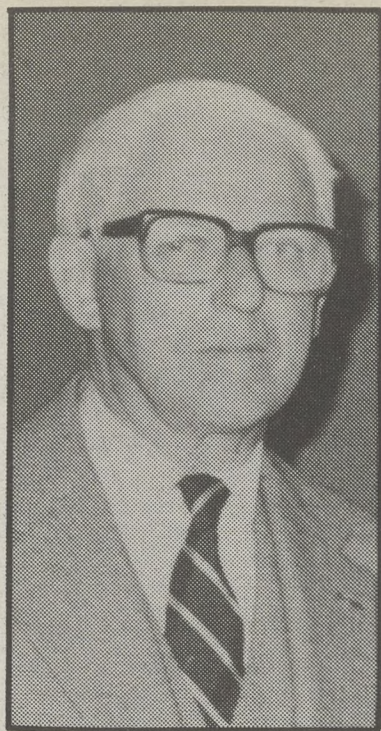
4. Cooperation with Bay Area Municipalities and Organizations

To discourage plant closures, relocations, and sale of companies, and to encourage new operations in the Bay Area, Teamsters must take an active role in their communities so as to encourage companies to maintain facilities through governmental incentives and other assistance. Steps to be taken in order to attract jobs to a community or area make it imperative that Teamster officials be active in civic organizations and governmental agencies.

5. Legal Measures

It is urgently necessary that all legal options be examined that could make companies more responsive to displaced or potentially displaced employees. This may require some new and novel approaches to the law. Concepts such as the right of employees to maintain their jobs needs to be examined by the union's legal forces. Company boards of directors appear to be concerned exclusively with their shareholders and to ignore completely the rights of their employees.

"We have to move more in the direction of the concept that in future takeovers, the employer who is selling the enterprise has a responsibility to the employees. They should have first crack at all jobs," Polland said.



Polland

Polland noted that a beginning along these lines had been made recently in the proposals made to Lucky Stores and its parent, Gemco, in relation to the sale of Gemco.

6. Public Relations Program

There is a need for a public relations program that transcends labor's partisan interest. Support must be sought from the public by demonstrating that a massive loss of thousands of jobs is disruptive to an entire community as a whole. This clarification to the

Walsh

(from Page 2)

dent Leon Ellis, and strike leader Lydia Lerma came up from Watsonville to present him with a jumbo-size "thank-you" card signed by all the strikers.

Lopez firmly told the dinner audience, "We're going to win this strike. There's no way we're going to lose, thanks to people like Bill Walsh."

Irish American Teamsters President Mike Killeen and Vice President Dan Sullivan presented Walsh with a \$1,000 check from the dinner proceeds to be used to purchase Christmas turkeys for the families of the strikers. Another check, for \$1,500 was given by Killeen to Joint Council 7 President Chuck Mack for use in donations by the Council's year-round All Charities Committee.

Given special plaque awards for contributions to, and support of, the Teamsters Union over many years, were seven women. They were Eunice Diviny, widow of International Vice President Joe Diviny; former Joint Council 7 Executive Secretary Mary Monahan; former Northern California Teamster Secretary Anna Mae Murphy; Jane O'Flanagan, widow of TARP founder Art O'Flanagan; Eunice O'Reilly, widow of Joint Council 7 Vice President Mark O'Reilly; former Local 85 Executive Secretary Mary Walsh, and, posthumously, Kay Dunphy, former Western Conference of Teamsters Secretary. Her husband, Frank Dunphy, accepted the award on be-

half of the Dunphy family. Among the guests who spoke at the dinner in praise of Walsh were International Vice President Jack Cox, International Trustee Ben Leal of Joint Council 7, AFL-CIO San Francisco Labor Council Secretary-Treasurer Walter Johnson, and State Senator

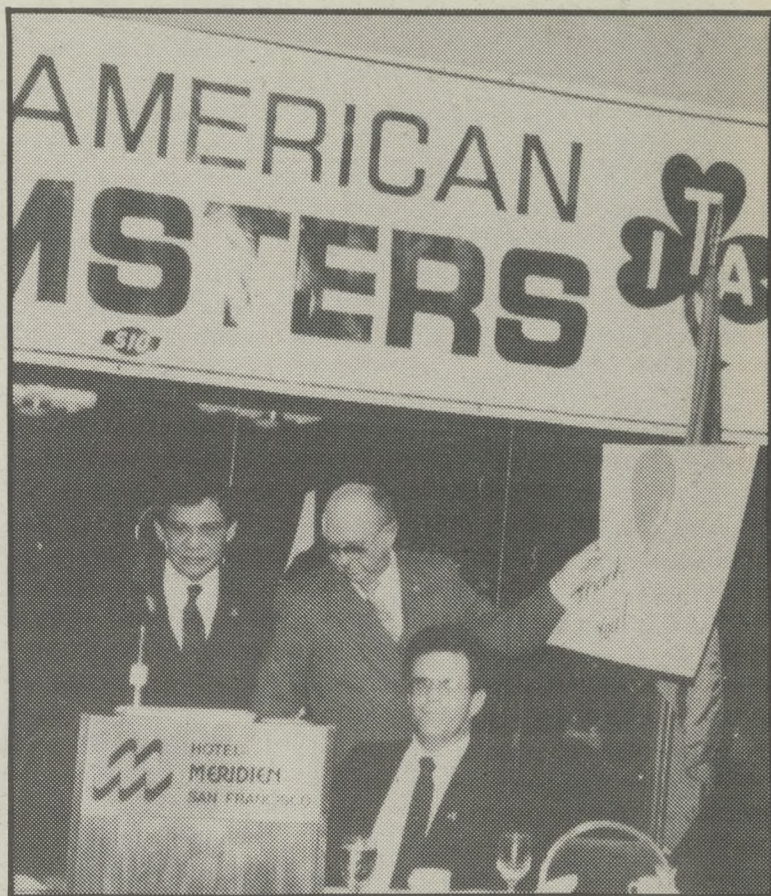
public should be accompanied by spotlighting the fact that corporations involved in the sale and purchase of facilities are uncaring in their treatment of employees.

No idle gesture

"This is not just an academic exercise," Mack emphasized at the Task Force's initial session. "We have to develop solutions and then implement them."

Members of the Task Force, besides Mack, are Local 315 Trustee and Western Conference Parcel and Small Package Trade Division Chairman Vince Aloise, Local 853 Secretary-Treasurer Al Costa, Local 432 Recording Secretary Bob Duncan, Local 890 President Franklin Gallegos, Local 287 Secretary-Treasurer Mario Gullo, Local 78 Secretary-Treasurer Ken Hill, Local 856 Secretary-Treasurer and IBT Trustee Ben Leal, Local 912 Secretary-Treasurer Sergio Lopez, Local 350 Secretary-Treasurer Robert Morales, Local 576 Secretary-Treasurer Lou Riga, Local 588 Secretary-Treasurer LeRoy Salido, Local 490 Secretary-Treasurer Casey Sawyer, Local 302 Secretary-Treasurer Dan Sullivan, Local 315 Secretary-Treasurer George Sveum, and Local 296 Secretary-Treasurer Ralph Torrisi. Aloise, Costa, Leal, Morales, Sullivan, and Torrisi are members of the Council Executive Board.

Early Valentine card



FROM FRIENDS—Local 912 Secretary-Treasurer Sergio Lopez (left) presented a jumbo-sized "Thank You" card from the Watsonville strikers to Bill Walsh. Seated is Joint Council 7 President Chuck Mack who served as dinner master-of-ceremonies.

half of the Dunphy family. Among the guests who spoke at the dinner in praise of Walsh were International Vice President Jack Cox, International Trustee Ben Leal of Joint Council 7, AFL-CIO San Francisco Labor Council Secretary-Treasurer Walter Johnson, and State Senator

Milton Marks. Joint Council 7 Vice President Vince Aloise, a member of the Western Conference Economic Boycott Campaign team for the Watsonville strike, and Teamster Legislative Representative Gerald O'Hara also joined Walsh at the dinner's presiding table.

Win at Northwest Airlines

In a major victory in its stepped-up organizing campaign, the Teamsters Union won a mail ballot representation election last month among the flight attendants of Northwest Airlines.

In the election held under the supervision of the National Mediation Board, the Teamsters Union received 62 percent of the vote to represent approximately 6,500 Northwest and former Re-

public Airlines flight attendants. The Association of Flight Attendants (AFA), which had the full support of the AFL-CIO Executive Council, received 38 percent of the 5,960 votes cast by 94 percent of the attendants eligible to vote. The AFA represented Republic's flight attendants prior to that airline's merger with Northwest.



Joint Council 7 officers extend condolences to the families and friends of the following Teamster members who died recently:

MIKE BIELOVICH, Local 70
JOHN LEE CHAPMAN, Local 70
ALF COLLINS, Local 70
JACK MORTON DUCKWORTH, Local 70
HERMAN (SANDERS) FRANK, Local 70
ROBERT H. LE DOUX, Local 70
PAUL J. RONDO, Local 70
VINCENT SANGERVASI, Local 70
WILLIAM BUTCHINOFF, Local 85
EDWARD A. CARTER, Local 85
CHARLES COUTTS, Local 85
JOSEPH GRIEGO, Local 85
JAMES HARNEY, Local 85
EDWARD O'NEIL, Local 85
HARRY RABB, Local 85
MICHAEL ULRICH, Local 85
WALT ARAGON, Local 226
BILL McLAUGHLIN, Local 226
EDWARD J. BERRYESSA, Local 287

FRANK P. CATANIA, Local 287
CLAYTON L. COX, Local 287
WILBUR G. LEWIS, Local 287
JOHN MARSH, Local 287
ROBERT A. McPHIE, Local 287
HERBERT PILKINGTON, Local 287
GORDON "GORDY" COLLINS, Local 296
RAMON HERNANDEZ, Local 315
ERNEST RITTER, Local 315
CARLOS TELLEZ, Local 315
WILLIAM TRUBLOOD, Local 315
KENNETH PFUHL, Local 490
GENEVIEVE GOOD, Local 624
RONALD PATTERSON, Local 624
ARVILLE PHILLIPS, Local 624
CARL WILLSON, Local 624
WARREN R. PFAFF, Local 665
FRED MANCEBO, Local 853
LOUIS HERRENBRUCK, Local 921

"Unbelievable" pension increases (from Page 1)

The changes become effective January 1, 1987. Some provisions will be retroactive to January 1, 1986.

International Vice President and Western Conference Director Arnie Weinmeister described the plan changes as "probably the most significant thing that has happened since the Pension Plan itself was started in 1955. It's going to present an opportunity for all Teamster members to see improvements in their pensions, both long-term career Teamsters and new Teamsters just starting out."

International Trustee Ben Leal of Joint Council 7, a union member of the Plan's board since 1976, agreed with Weinmeister's assessment. He described the changes as being "as dramatic as the plan's initial formation and launching. We have addressed many major issues—increased benefits for example. We have also made more years of service credit time available to long-time Teamster career members."

Teamsters pension experts and officials predicted that the changes will prove to be an incentive for members to delay retirement in order to take advantage of the newly-available increased benefits.

One of the two most significant changes is an increase in the number of eligible years of credit before December 31, 1986 that can be counted for pension benefit computation. The number allowable went up from thirty years to thirty-three and a third, an eleven percent hike. Also eligible retroactively for this increased number of years are active members retiring anytime in 1986.

How it works

The second most important change is the use of a new benefit formula. This only applies to Teamsters retiring after January 1, 1987. It does not apply to those retiring in 1986.

Under this formula, members retiring at age 65 will receive \$20 a month for each \$1,000 of contributions made by their employers for service after 1986. This will hold true for their first twenty years of service. All years of Teamster service before 1987 count toward the twenty-year total, but are computed under a modified version of the present "Five-Year Average Benefit" formula.

If a member continues employment beyond twenty years, the \$20 increases to \$26.50 monthly for each thousand dollars of contributions made by the employer.

Area Pension Manager Walter Pentz, who supervises the Joint Council 7 locals participation in the Plan, pointed out that the potential "\$2,000-a-month" pension for "career Teamsters" is really dependent on the number of hours worked and the hourly contribution rate negotiated with employers. Currently, Pentz said, the plan includes members receiving employer hourly contributions as low as ten cents an hour, and as high as \$4 an hour.

For example

For illustration purposes, Pentz used a theoretical example of an average Teamster receiving a \$1.50 per hour contribution to the plan by his employer for a year of 2,000 worked hours. This would yield \$3,000 a year ($\$1.50 \times 2,000$) paid in by the employer. Under the new formula of \$20 monthly pension for each \$1,000 contributed during the year, after twenty years the member would receive a \$1,200 monthly pension ($20 \text{ years} \times \20×3) (contributed thousands). If he worked an additional ten 2,000-hour years at the

prescribed formula rate of \$26.50 per month per year, he would receive an additional \$795 monthly ($10 \times \26.50×3), or a total of \$1,995.

Pentz noted that this amount would actually go above \$2,000 if the Teamster worked the normal service time of 2,080 hours annually, instead of just 2,000.

Dreams come true

"Only several years ago, such improvements would have been unbelievable," Mack, a member of the Plan's Board of Trustees, said. "This year's Plan amendments make yesterday's dreams a reality."

"While improvements were a team effort, Western Conference of Teamsters Director Arnie Weinmeister, Conference Pension Chairman Joe Ballew, and Ben Leal from Joint Council 7 deserve particular credit."

"From my standpoint," Mack said, "the benefit improvements are the culmination of a career-long effort to make important improvements for retirees and lifetime Teamsters."

"Pop Up"

Other Plan changes included:

1) A new "Pop Up" increase for the reduced pensions of married participants who selected the "Employee and Spouse Pension" option on retirement so that the spouse would receive 50 percent of the pension if the participant died. The new provision gives the participant the original higher "Life Only" monthly amount if the spouse dies first.

2) New rules that will allow participants to regain valuable benefits they may have lost as a result of a break in covered employment.

Extra bucks

The Trustees also agreed to issue a supplemental "thirteenth check" in December, 1986, to all participants who retired before December 31, 1984. The amount had not been decided at press time. They also said that, "While no promises can be made about future supplemental retirement checks, it is the Trustees' hope and intention that as money is available, such checks may be issued on a periodic basis, and in an amount to be determined at a later date."

The Western Conference of Teamsters Pension Plan is the world's largest joint labor-management pension program. It has assets in excess of \$7 billion and pays pension benefits of more than one and a quarter million dollars a day.

IBT's Man in Washington

Sweeney looks 'em over after 99th Congress ends

Director David A. Sweeney of the Teamsters Department of Legislation in Washington looked over the record of the 99th Congress after it adjourned just before the November elections, and summed it up for the union's members.



Sweeney

Congress left, Sweeney said, "a mixed record of accomplishment in some areas of interest, but also a record of delay and postponement on most other issues that affect Teamster members and their families."

"Most significantly," Sweeney said, "Congress passed a sweeping tax reform bill which will impact all Americans. However, the Congress again failed to address the ever-growing federal deficit, and as a result, we can predict that this last tax package will be a short-lived endeavor. In the near future, there will be a great pressure to balance the federal budget, and Congress may look to increased taxes to reduce the deficit. Again, taxation of fringe benefits and an increase in excise taxes will be targeted as revenue sources to decrease the deficit. This will decidedly affect you and your local union memberships."

"While we were not completely successful in moving pro-labor legislation through this Congress, we hope that the November election may change the political balance in the Congress, making it easier for us to resolve the many problems facing the union movement."

(Sweeney's hope was realized by the November election results which saw the Democrats take over control of the Senate and increase their margin in the House. This resulted in a general reaction from the Organized Labor circles that pro-labor legislation will fare better in the 100th Congress which will start its opening sessions about mid-January.)

Some of the legislation acted upon by the last Congress was reviewed by Sweeney. His comments included these:

Motor carrier safety

"At the close of Congress, a rush of legislation was passed, including the Omnibus Drug Enforcement, Education and Control Act of 1986. Contained in this bill is the Commercial Motor Vehicle Safety Act language, which was added to the drug bill during Senate consideration."

"The bill mandates a single national commercial motor vehicle operator's license, with a single driver's record. In addition, it establishes minimum federal standards for written tests and driving tests in the class of vehicle to be operated."

Tax reform

"The new tax reform law makes the most sweeping revision to the tax code in over thirty years. While most legislators and the public feel the new law is not perfect, they perceive it as being fair. The law will simplify the method of computing our taxes, unlike the old system which over years became more complicated through a riddling of special exemptions and deductions by well represented private and public interests."

"The new tax code lowers tax rates for most individual taxpayers and shifts more of the tax burden to businesses. By closing loopholes and eliminating many tax deductions and preferences, all citizens will have a higher taxable income but at a lower rate. Large corporations will not be able to create 'paper losses' to avoid paying federal taxes. The minimum tax provision ensures corporations that show a profit will pay taxes."

Bankruptcy and retirement benefits

"During Consideration of the Omnibus Budget Reconciliation Act of 1986, Congress approved protections of health insurance for retirees whose former employer had filed for bankruptcy."

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